



CARE Connection

A publication for clients of BAYADA Home Health Care | Celebrating 43 years of compassion, excellence, and reliability

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bayada.com

NURSES WEEK IS ON THE HORIZON

Mark your calendars for Nurses Week 2018, taking place May 6 - 12. Join us in recognizing nurses who go above and beyond the call of duty. For more information on what BAYADA is doing to honor nurses everywhere, and how you can help, visit bayada.com/nursesweek. ■



WE LOVE WHAT YOU DO!

BAYADA Contest for Caregivers

Thank You for Helping Us Recognize BAYADA Clinicians and Caregivers!

During the months of December, January, and February, BAYADA held our annual Contest for Caregivers, recognizing field employees who demonstrate our core value of *compassion*. This year—with your help—we acknowledged more employees than ever before. Office employees, clinicians, and community members submitted more than **15,000 nominations** on our online contest platform. Employees who were nominated throughout the contest

received raffle ticket entries for a chance to win prizes, ranging from BAYADA merchandise to thousands of dollars in gift cards.

Continue the recognition

Want to know how you can recognize your caregiver post-contest? Consider nominating them for the Hero Program! To learn more, go to jobs.bayada.com/hero-program. ■

Thank you for helping us recognize those who help others!

BAYADA Honored as One of the Best Places to Work in 2018, a Glassdoor Employees' Choice Award Winner

BAYADA Home Health Care has been honored with a prestigious Glassdoor Employees' Choice Award, recognizing the Best Places to Work in 2018. Glassdoor.com is one of the world's largest job sites, and their Employees' Choice Awards program, now in its 10th year, relies solely on anonymous ratings and reviews provided by companies' current and former employees. We are proud

that our employees are happy, and it shows! Read the full article at bhhc.co/bayada-glassdoor-blog-post.

We know that our employees love their meaningful work of helping and healing. Tell us how your BAYADA Nurse or caregiver has helped you or a loved one have a safe home life with *comfort, independence, and dignity*. Send your personal story to CAREconnection@bayada.com. ■





Champions Among Us

Meet Tara Montague—An advocate for her family, and yours

Last summer, as lawmakers in Washington, DC debated health care reform, **Tara Montague** had cause

for concern. The proposed legislation included significant cuts to Medicaid, which for Tara and her family, could have been disastrous.

Tara and her husband, Jim, rely on home care nursing for their daughter **Mary**, 20, who has spinal muscular atrophy (SMA). They know that many families turn to Medicaid to cover the cost of home care and feel fortunate to have private insurance for Mary's nursing care. However, they depend on Medicaid for Mary's prescriptions and medical equipment, which total in the thousands of dollars each month.

"Mary is on numerous medications, and her medical equipment includes a ventilator, oxygen, a wheelchair and hospital bed, feeding pump supplies, a nebulizer, pulse oximeter machine, and more," said Tara. "Without Medicaid, I don't know what we'd do, and that's why I fight so hard to get Mary the benefits she needs."

Giving families a voice

As a parent of a child with special needs, Tara can understand and empathize with our clients' daily struggles because she lives it, every day. Last year, she joined BAYADA's Government Affairs office as manager of client and family advocacy in New Jersey. Now, her role has been expanded to include grassroots advocacy efforts throughout the majority of the company, where she continues to fight for Mary and for every pediatric and adult client who depends on home health care to live with *comfort, independence, and dignity*.

"Last summer, I worked with BAYADA clients who were willing to share their stories with federal legislators to help prevent the Medicaid cuts," said Tara. "As I continue to grow in this new role, I hope to encourage more and more families to speak up, to have a voice, and to know that they

can make a huge difference in the legislative process."

Getting involved is quick and easy

Tara knows all too well that for clients and families, the biggest obstacle to getting involved is time. That's why she encourages them to register with BAYADA's Hearts for Home Care Advocacy Center at heartsforhomecare.com.

"We are not looking for a huge time commitment, it's whatever they feel comfortable doing," she said.

The mission of Hearts for Home Care is to be a voice for BAYADA employees, clients, and their families. Through education, advocacy, research, and community service, BAYADA advocates for policies that support the highest quality home health care services. The online advocacy center keeps clients and families informed about legislative issues at the state and federal level that can impact the home health care industry, and their access to care.

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Educate Your Elected Officials at Lobby Day

No one has more knowledge of the value that home care brings than you! We believe that your stories and experiences can help educate our elected officials and provide them with an understanding that they can't get anywhere else.

This is important because our elected officials are the people who oversee and decide on many of the outcomes of our industry, yet most have never worked in the industry or lived with a loved one who requires home care.

Please join us at an upcoming Lobby Day and help us show legislators that home care should be a right, not a privilege. Would you be interested in joining and helping us tell our elected officials at our Lobby Day why home care is so important? If so, please contact us at advocacy@bayada.com or **267-592-4855** for more information.

If you are unable to attend a Lobby Day or if your home state is not listed below, please contact us to learn how you can get involved. ■

New Jersey Advocacy Week	April 30 to May 4	Various times and locations
North Carolina Legislative Day	May 30	State Capitol, Raleigh, NC
Pennsylvania Home Care Association Lobby Day	May 22	State Capitol, Harrisburg, PA
South Carolina Legislative Day	April 4	State Capitol, Columbia, SC



Home care advocates gather on the steps of the Capitol in Harrisburg during the 2017 Lobby Day, sponsored by the PA Home Care Association.



NJ Assemblywoman Carol Murphy (right) learned about the benefits of home care when she visited Mary and Tara at their home

Advocacy can be as simple as taking five minutes to log onto the Hearts for Home Care Advocacy Center website and sending a pre-written email to local, state, and federal legislators. If clients and families want to do more, they can share their stories on the Hearts for

Home Care Advocacy Center website at heartsforhomecare.com; attend a Lobby Day at their state capitol, a legislative round table, or a town hall; visit a legislator's office; or invite a legislator into their home to see, first-hand, how home health care professionals help improve lives.

Connecting with families and sharing stories

Tara has a degree in political science and extensive experience in marketing. In her previous role as a community liaison with a BAYADA Pediatrics office in New Jersey, she educated physicians

about home health care, started a parent support group, coordinated a family resource fair, and helped families navigate through insurance challenges.

In her new role, she hopes to develop training materials and tools for clients and families who want to become more active in advocacy efforts. But even more, she is looking forward to getting to know clients and families to share their stories—just like Mary's.

To learn more or to share a story, contact Tara at tmontague@bayada.com. ■



Hearts for Home Care

A BAYADA program supporting quality home health care.

BAYADA Client Adam is Thriving and Inspiring Others

At 40 years old, BAYADA client **Adam B.** realizes that he has been given a great gift—the wisdom he can share with others about a disease he's lived with for more than three decades.

He relates his gift to a quote from one of his favorite superheroes, Spiderman, "With great power comes great responsibility," he says. "If you have some kind of talent or power, you use it to help people."

And he does not take that responsibility lightly.

An inherited disorder that impacts only males, Duchenne Muscular Dystrophy (DMD) is characterized by progressive muscle degeneration and weakness, leading to difficulty with motor skills, frequent falls, and progressive difficulty walking. Eventually this muscle weakness spreads to the arms, neck, and other areas of the body, resulting in the inability to breathe on their own and paralysis. And until relatively recently, boys with DMD usually did not survive much beyond their teen years.

Despite the odds, Adam has met each challenge presented to him with grace and resilience. And his challenges have been many: A progressive decrease in functioning and dependence on a

tracheostomy tube and a ventilator 24 hours a day to breathe. The loss of friends. And the passing of his brother, who had DMD as well.

His words of advice? "I've learned that you have to adapt to every situation," he says. "It's tough when it happens, but you try to accept it. It makes you realize that when you're with your friends, you do as much as you can. Get out there in the world."

Not just living, but thriving

As a child, Adam's preferred means of expression was through art, but he eventually lost that ability due to muscle weakness.

"When I got older and lost the use of my hands, I kept the mindset of an artist, but I decided to put it into writing," he explains. "I figured that's another way of drawing a picture—with words—and it made it easier to express myself after losing that one outlet."

Adam took some college courses that sharpened his skills and gave him more confidence in his writing. He then began contributing movie reviews to magazines for adults with disabilities. And, with the help of his family and close friends, he realized his dream of making his own movie, a satirical docudrama based on his experiences as a person with a disability.



Adam (center) with his mom on the left, and his BAYADA Nurse and his dad on the right

For more than 20 years, BAYADA Nurses have helped Adam live safely at home with his family, where he can pursue writing and other activities he loves. His BAYADA Nurse **Rachel**, who provides complex nursing care including tracheostomy and ventilator management, often accompanies him to the movies, so he can continue to enjoy one of his favorite pastimes.

Adam feels personally responsible for showing himself, his family, and the world not only how to live—but thrive—with DMD. And that is why he is such an inspiration to all of us.

To learn more about DMD, visit www.mda.org. ■



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The BAYADA Presidential Scholarship Program: Supporting Caregiver Careers and Excellent Client Care

The BAYADA Presidential Scholarship Program is one of many ways in which we demonstrate *The BAYADA Way* by fostering high-quality client care and recognizing valued employee contributions. In support of the company's core value of *excellence*, and the belief that our employees are our greatest resource, BAYADA awards thousands of dollars in scholarships each year to deserving BAYADA caregivers who want to choose their own career path, increase their earning potential, and build their self-confidence through education.

In the coming weeks, BAYADA employees will receive information promoting the opportunity to apply for a scholarship. Should your caregiver ask you for a recommendation, please provide a letter detailing how you believe they would benefit from the scholarship. Supporting your BAYADA caregiver(s) in pursuing a higher education not only benefits the employee, but also furthers our mission to provide excellent client care. ■



BAYADA
Presidential Scholarship
Program

Here is what a few of our 2017 award recipients had to say about the program:



"With evolving research methods leading to constant updates in diagnosis and treatment, we should, without a doubt, view ourselves as students for life. As a physical therapist, I feel this perspective on learning is necessary to delivering the best possible care to my clients."

- **Audri Cochrane**, PT
Tucson, AZ Senior Living



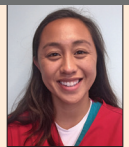
"I faced many adversities growing up in the ghettos of Los Angeles, CA. Earning my BSN means the world to me and would make me extremely proud. I look forward to achieving my academic goals, continuing helping others, and being a role model who encourages and inspires."

- **Ramon Medina**, LPN
Paoli, PA Pediatrics



"I am incredibly grateful to work for a company that gives employees the opportunity for growth by offering this wonderful scholarship. I am committed to obtaining my BSN, the same way I am devoted to BAYADA. This financial award will help me continue my journey to not only become a better employee, but also a better person, mother, and nurse."

- **Roxanne Gonzalez**, RN
Willow Grove, PA Pediatrics



"I am thankful for the opportunity to work in the health field and expand my education. I am honored to receive this scholarship from BAYADA and plan to work my hardest to learn as much as I can and transfer my learning into my work as a home health aide and as a future BAYADA Registered Nurse."

- **Taylor Awai**, HHA
Maui, HI Home Care

BAYADA SPECIALTY PRACTICES

Home Health Care • Pediatrics • Hospice • Habilitation

Services may vary by location